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See Master Recruitment Source List (MRSL) for recruitment source data

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**KOLO
EEO PUBLIC FILE REPORT**

06/01/2007 – 05/31/2008

II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
1	KOLOTV.COM 4850 Ampere Drive Reno NV 89502 1-775-858-8888 Attn: Kim Munger H/R hr@kolotv.com	N	12
2	Renohelpwanted.com 1 Civic Center Plaza #506 Poughkeepsie, NY 12601 1-800-365-8630 Internet Listing \$	N	0
3	Reno Gazette-Journal 955 Kuenzli Street Reno NV 89512 1-775-348-7355 Lori lmacula@rgj.com \$	N	0
4	TMCC 7000 Dandini Blvd Reno NV 89512 775-673-7111 Job Board Fax 1-775-674-7566 Renee Baker 1-775-674-7672 www.tmcc.edu (Fin, Student Employment, Employment)	N	1
5	MediaLine PO Box 51909 Pacific Grove, CA 93950 1-800-237-8073 www.medialine.com Mark Shilstone	N	0
6	NAB.org 1771 N. Street N.W. Washington, DC 20036 1-202-429-5498 Khunter@nab.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
7	Nevadabroadcasters.org 1050 Flamingo Road # S-110 Las Vegas, NV 89119 1-877-794-4994 earlenelefler@yahoo.com	N	0
8	Career Choices 625 Margrave Drive #101 Reno NV 89502 1-775-826-2555 Barbara Hunt <u>Barbara@career-choices.com</u>	N	0
9	Tvjobs.com PO Box 4116 Oceanside, CA 92052 1-800-374-0119 Mark Holloway <u>member@tvspy.com</u>	N	13
10	Gray Television WSAW TV 1114 Grand Avenue Wausau, WI 54403 1-715-845-4211 Jane Ploeger <u>jploeger@wasaw.com</u>	N	1
11	Regional Technical Institute (RTI) 380 Edison Way Reno NV 89502 1-775-861-4418 FAX: 1-775-861-4415	N	0
12	WorkReno.com 61 West 41 st Avenue San Mateo, Ca 94403 1-775-230-6194 Mark Babitt for help: <u>ellis@workreno.com</u> user ID: <u>kim.munger@kolotv.com</u> password: recruit	N	18
13	ProNet 560 Mill Street # 200 Reno, NV 89502 Richard Lemos phone: 1-775-336-5438 FAX: 1-775-336-5455	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
14	Society of Broadcast Engineers 9247 N. Meridian Street #305 Indianapolis, IN 46260 1-317-846-9000 FAX: 1-765-846-9120 Scott Jones kjones@sbe.org	N	0
15	Jobs4broadcast.com Internet posting site user ID: kolotv password: kolo	N	0
16	KOLO TV Employee Self Referred	N	8
17	American Women in Radio & Television 8405 Greensboro Drive #800 McLean, VA 22102 1-703-506-3290 awrt.org \$	N	0
18	Advertising Association of Northern NV 299 South Arlington Avenue Reno NV 89502 1-775-827-7311 Kerri Garcia www.a2n2.com \$	N	0
19	Nevada JobConnect (Nevada UnEmployment Office) 300 East 3 rd Street Carson City NV 89713 1-775-834-1970 FAX: 1-775-6988-1279 www.nevadajobconnect.com Robert Umhani Supervisor	N	0
20	KOLO Walk In	N	4
21	Marketing Ideanet Newsletter 602communications.com Graeme Newll 6839 Charter Hills Road Charlotte NC 28277 gnewell@602communications.com	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
22	Nevada Hispanic Services Inc 3905 Neil Road Reno NV 89502 1-775-826-1818 FAX: 1-775-826-1819	N	0
23	Tvspy.com/Vault 150 W. 22 nd Street / 5 th Floor New York, NY 10011 ID: kolorecruit Password: kolotv	N	1
24	Mediabizjobs.com jobs@mediabizjobs.com	N	0
25	University of Nevada, Reno UNR Career Navigator 1664 N. Virginia Street Reno NV 89557 www.unr.edu/career/employers/CareerNavigator.html user ID: kolotv password: kolotv	N	0
26	Morrison University Reno Tahoe Tech Center 10315 Professional Circle #201 Reno NV 89521 Amy Schaffer aschaffer@morrison.neumont.edu 1-775-850-0700	N	0
27	Washoe County Senior Center (AARP) Attn: BJ 1155 E. Ninth Street Reno NV 89512 1-775-328-2575 FAX: 1-775-328-6192	N	0
28	California Chicano News Media Association USC Annenberg School of Journalism 300 S. Grand Avenue # 3950 Los Angeles, CA 90071 ccnmainfo@ccnma.org FAX: 1-213-437-4423	N	0
29	KOLO TV Employee Referral	N	7
30	NON Employee Referral	N	2

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over 12-month period
31	National Association of Hispanic Journalists 1000 National Press Bldg / 529 14 th Street N.W. Washington DC 20047 1-202-662-7145 \$	N	0
32	National Association of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, MD 20783 1-866-479-NABJ \$	N	0
33	RTNDA Radio-Television News Directors Association & Foundation 1600 "K" Street N.W. # 700 Washington DC 20006 1-202-659-6510 \$	N	0
TOTAL INTERVIEWEES OVER 12-MONTH PERIOD			[67]

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
1	Internship Programs	<p>KOLO-TV maintains an on-going Internship Program with University of Nevada Reno and the local high schools for students who are interested in a broadcasting career. These internships are offered for the term of one semester and afford students studying communications the opportunity to achieve practical experience in the field. During the reporting period, the station had 12 Interns, as follows:</p> <p>During the Spring of 2007, (April-May) the station had 2 interns. 1 Intern worked in the Production/News Departments, working with Producers, Directors, Audio and Camera Operators. 1 Intern worked in the Sales Department, working with Account Executives, learning our sales philosophy, the basics on Nielsen, the computer program basics, Media Audit, and buyer psychology. Going out on Sales Call and also going out with Production to learn the process of putting together commercials. Also spent time Sales Manager.</p> <p>During the Summer of 2007, (May-Aug) the station had 1 Intern. This Intern worked in the Production/News Departments, working with Producers, Directors, Audio and Camera Operators.</p> <p>During the Fall of 2007, (Sept-Nov) the station had 0 Interns.</p> <p>During the Winter of 2007, (Nov – Dec) the station had 0 Interns.</p> <p>During the Winter of 2008 (Jan-March) the station had 0 Interns.</p>

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		During the Spring of 2008 (April-May) The station had 2 Interns. Both Interns worked in the News/Production department, working with Producers, and Directors on the Day Break Show, the Mid Day News Program and also the Evening News. Learning how to write stories and compile news events, run the teleprompter, edit news stories, run camera, make phone calls for the Assignment Desk, and general observation of all News Department Duties.
2	Participate in Job Fair	07/2007, KOLO Job Fair – In conjunction with WorkReno.com. Presentation, information given to the Public regarding open positions at KOLO. Attendance: Sales Manager, Human Resources, Creative Services Manager.
3	Participate in Job Fair	09/2007, KOLO Job Fair- In conjunction with WorkReno.com. Presentation, information given to the Public regarding open positions at KOLO. Attendance: Human Resources, Sales Manager, Promotions Manager, Creative Services Manager..
4	Participate in Job Fair	02/2008, KOLO TV Job Fair- In conjunction with WorkReno.com. Presentation, information given to the Public regarding open positions at KOLO. Attendance: Human Resources, Sales Manager, Creative Services Manager.
5	Station Tour	07/16/2007: Bruce Leckband gave a private tour to Cub Scouts of Reno, Nv. Consisting of business office, studio, production area, engineering area, and news department.
6	Station Tour	02/18/08. Bruce Leckband gave a private tour to Cub Scouts of Reno, Nv. Consisting of business office, studio, production area, engineering area, and news department.
7	Station Tour	02/27/08: Dennis Flack gave a private tour to local Elementary School. This tour was 119 in attendance. Tour consisted of business office,

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7	Station Tour	News studio, production area, engineering area, and news department. Focus on Weather. Mr. Flack gave a lengthy Q&A session.
8	Station Tour	03/06/08: Bruce Leckband gave a private tour to Cub Scouts of Reno, Nv. Consisting of business office, studio, production area, engineering area, and news department.
9	Station Tour	04/18/08; Kim Munger gave an informative station tour to local Seniors Group. Tour consisted of Business / News / Production / Engineering departments. Brief discussion and Q&A with Anchors. Watched 5pm broadcast and toured Production Booth
10	Station Tour	04/25/2008: Sarah Johns gave a tour to the entire 4 th grade of Brown Elementary School. Tour consisted of Business / News / Production / Engineering Depts. Brief discussion and Q&A with Anchors, focusing on the Weather Department.
11	Station Community Appearance	09/27/2007: General Manager, Matt James and News Director, Bob Page- met with Director of Development and a Professor of Journalism @ UNR to discuss Internships, Employment opportunities for Grads and Possible educational projects.
12	Station Community Appearance	04/2008: General Manager, Matt James appeared in Gabbs, Nv, for annual "School Days". Did Q&A regarding Media Jobs.
13	Station Community Appearance	04/02/2008: Brent Boynton conducted mock interviews and gave media relations tips to regional directors of Western States of the National Education Association, at the Peppermill Casino, Reno.

MASTER LIST OF RECRUITMENT SOURCES

(An asterisk (*) after the source denotes organizations that requested notification of full-time job vacancies.)

No.	Source (name, address, contact person, telephone)	No.	Source (name, address, contact person, telephone)
1.	Kolotv.com 4850 Ampere Drive Reno, NV 89502 775-858-8888 Human Resources Emily.allison@gray.tv	8.	Career Choices 625 Margrave Drive #101 Reno Nv 89502 PH: 775-826-2555 Barbara@career-choices.com Elsa
2.	Renohelpwanted.com 1 Civic Center Plaza #506 Poughkeepsie, NY 12601 800-365-8630 hr@kolotv.com recruit	9.	tvjobs.com PO Box 4116 Oceanside, CA 92052 800-374-0119 member@tvspy.com
3.	Reno Gazette-Journal 955 Kuenzli Street Reno, NV 775-348-7355 Lori – lmacaula@rgj.com	10.	Gray Television WSAW TV 1114 Grand Avenue Wausau, WI 54403 (715) 845-4211 Jane Ploeger jploeger@wsaw.com
4.	TMCC 7000 Dandini Blvd Reno, NV 89512 775-673-7111 Job Board Fax: 775-674-7566 www.tmcc.edu (Fin. Aid, Studemp.. Employ.)	11.	Regional Technical Institute (RTI) 380 Edison Way Reno NV 89502 775-861-4418 fax: 775-861-4415
5.	MediaLine PO Box 51909 Pacific Grove, CA 93950 800-237-8073 www.medialine.com	12.	WorkReno.com 61 West 41 st Avenue San Mateo, CA 94403 888-289-0314 ellis@workreno.com user id: kim.munger@kolotv.com p/w: recruit
6.	NAB.org 1771 N Street, NW Washington, DC 20036 202-429-5498 Khunter@nab.com	13.	ProNet 560 Mill Street, Ste 200 Reno, NV 89502 775-336-5438 775-336-5455 Fax
7.	Nevadabroadcasters.org 1050 Flamingo RD. Suite #S-110 Las Vegas, NV 89119 877-794-4994 earlenelefler@yahoo.com	14.	Society of Broadcast Engineers 9247 N. Meridian Street, #305 Indianapolis, IN 46260 317-846-9000 765-846-9120 Fax "Scott Jones" kjones@sbe.org

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No.	Source (name, address, contact person, telephone)	No.	Source (name, address, contact person, telephone)
15.	jobs4broadcast.com Internet posting site Userid: kolotv P/w: kolo	22.	Nevada Hispanic Services, Inc 3905 Neil Rd Reno, NV 89502 775-826-1818 775-826-1819 Fax
16.	KOLO TV – Employee Self Referred	23.	Tvspy.com/Vault 5th floor 150 W. 22 nd St New York, NY 10011 Username: kolorecruit P/w: kolotv
17.	American Women in Radio & Television 8405 Greensboro Drive, #800 McLean, VA 22102 703-506-3290 ID: www.awrt.org Password:	24.	Mediabizjobs.com jobs@mediabizjobs.com ok to use, paid thru 05/08.
18.	Advertising Association of Northern Nevada 299 South Arlington Ave. Reno, NV 89502 775-827-7311 Kerri Garcia www.a2n2.com	25.	University of Nevada, Reno Career Navigator 1664 N Virginia St Reno, NV 89557 www.unr.edu/career/employers/CareerNavigator.html userid: hr@kolotv.com p/w: kolo8
19.	Nevada Jobconnect 300 East 3rd Street Carson City, NV 89713 775-834-1970 775-688-1279 Fax www.nevadajobconnect.com	26.	Morrison University Reno Tahoe Tech Center 10315 Professional Circle Suite 201 Reno, NV 89521 Angela Simpson 775-850-0700 x. 113 angela.simpson@morrison_northface.edu
20.	KOLO Walk In	27.	Washoe County Senior Center- also goes to AARP BJ 1155 E. Ninth St Reno, NV 775-328-2575 775-328-6192 Fax
21.	602Communications.com Marketing Ideanet Newsletter Graeme Newell 6839 Charter Hills Road Charlotte, NC 28277 www.602communications.com	28.	California Chicano News Media Association www.ccnma.org USC Annenberg School of Journalism 300 S. Grand Ave Suite 3950 Los Angeles, CA 90071 213-437-4423 Fax Email: ccnmainfo@ccnma.org

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No.	Source (name, address, contact person, telephone)	No.	Source (name, address, contact person, telephone)
29.	KOLO TV Employee Referral	36.	
30.	NON Employee Referral	37.	
31.	National Association of Hispanic Journalists 1000 National Press Blvd/ 529 15 ST. N.W. Washington DC 20047 1-202-662-7145 www.nahj.org ID: Password: Pay Site	38.	
32.	National Association of Black Journalists University of Maryland 8701-A Adelphi Road Adelphi, MD 20783 1-866-479-NABJ www.nabj.org ID: Password: Pay Site	39.	
33.	RTNDA Radio-Television News Directors Asso. & Foundation 1600 "K" Street N.W. # 700 Washington DC 20006 1-202-659-6510 www.rtna.org \$50.00 per posting Pay Site	40.	
34.		41.	
35.		42.	

OCTOBER 2, 2007

DUE TO AN OVERSIGHT THE EEO WAS FOUND MISSING DURING THE ALTERNATE FCC INSPECTION, OCTOBER 2, 2007. IT WAS LOCATED AND PLACED IN FILE AND EMPLOYEE HAS BEEN NOTIFIED THAT EEO DOCUMENT NEEDS TO BE PLACE IN THE FILE JUNE 10.